



Lesson 1

The Changing Labor Market

Materials Needed:
pen or pencil

Objectives

In Lesson 1 you will...

- understand the concept of the changing labor market
- learn about growing and declining career fields
- begin researching careers you are interested in
- understand the impact that technology has on the economy and the labor market

America's Changing Labor Market

You are probably not surprised to learn that the jobs that exist today are different from those that existed 100 years ago. You may be surprised to learn, however, that the jobs that exist today are in fact very different than those that existed just 10 years ago! The term *labor market* refers to which jobs are growing and declining, the composition of the workforce (what types of people are working), and the types of jobs available. The labor market is surely changing.

Researchers study occupational trends within the labor market, which means they study change that has happened in the past and make predictions about changes that will happen in the future.

Change that has happened in the last ten years

- The number of service jobs has increased. *Service jobs* are those where a service is provided to a customer or client, instead of making *tangible* goods (something that can be touched or felt).
- Manufacturing has declined somewhat, as the production of goods has moved to other countries where production costs are lower.
- Technology has become increasingly advanced.
- New ways of communicating have emerged through use of the Internet.
- The workforce has aged.
- The workforce has become more diverse.

Change that will happen in the next ten years

- The number of service jobs will increase.
 - It is believed that the greatest number of new jobs created by 2016 will be in the service area.
 - The service positions that will increase the most are related to business, health, and social services.
- There will be fewer jobs producing tangible goods.
- Consumer spending will increase.
- The workforce will continue to increase.
- A large portion of the workforce will reach retirement age.
- The workforce will continue to become more diverse.
- Workers will need increased levels of education and training.
- Job requirements will change.
 - Boundaries may be crossed between job requirements and workers' personal lives, affecting lifestyles.

Influences on the labor market

- Social change
 - More women and mothers continue working after marriage and while raising children.
- Population shifts
 - Minority groups are becoming a larger part of the workforce. This brings diversity to the workforce as people of different backgrounds learn to work together.
 - The age of workers continues to increase as the Baby Boom generation gets older.
- The economy
 - A strong economy increases demand for goods and services.
 - A weak economy causes uncertainty and high levels of unemployment.
- World events
 - Political unrest and natural disasters such as earthquakes or hurricanes disrupt a country's economy and infrastructure (roads, bridges, rail lines, water, and electrical power).
- Government actions
 - Rules, regulations, and other government decisions can negatively or positively impact organizations.

Growing and Declining Industries

On the next couple of pages you will find a list of the top 50 industries that are projected to grow the fastest between 2008 and 2018, according to the U.S. Department of Labor's "CareerOneStop" website: www.careeronestop.org.

Career Connections Link:

As you read through this list, you will probably read several industries that you did not know about. In order to learn more about these industries, you can visit the following website, and then click on the industry title:

<http://www.careerinfonet.org/inview1.asp?printer=&id=,8&noideid=45&group=1&showall=no>

An *industry* is a career field, and includes all of the jobs available within that career field. For example, at the CareerOneStop web site you may click on #13: *lessors of nonfinancial intangible assets*. You would learn that this occupational title refers to real estate agents and any establishments that assign rights to assets such as patents, trademarks, brand names, and/or franchise agreements for which a royalty payment or licensing fee is paid to the owner. If you click on the industry title you can also see that the average annual wage in 2008 was \$83, 809. Furthermore, #50: *other specialty trade contractors*, refers to industries that engage in specialized trade work including constructing new buildings, additions, alterations, maintenance, and repairs. The average annual wage for this industry in 2008 was \$41,300.

	Industry	Employment		Percent Change
		2008	2018	
1	Management, scientific, and technical consulting services	1,008,900	1,844,100	83%
2	Services for the elderly and persons with disabilities	584,700	1,016,100	74%
3	Offices of physical, occupational and speech therapists, and audiologists	251,300	392,100	56%
4	Data processing, hosting, and related services	261,600	399,400	53%
5	Home health care services	958,000	1,399,400	46%
6	Specialized design services	143,100	208,700	46%
7	Computer systems design and related services	1,450,300	2,106,700	45%
8	Offices of mental health practitioners (except physicians)	59,100	84,400	43%
9	Other general merchandise stores	1,490,100	2,096,800	41%
10	Medical and diagnostic laboratories	218,500	305,500	40%
11	Offices of all other health practitioners	94,300	129,100	37%
12	Veterinary services	296,500	399,300	35%
13	Lessors of nonfinancial intangible assets (except copyrighted works)	28,200	37,900	34%
14	Waste treatment and disposal	100,900	135,400	34%
15	Offices of physicians	2,265,700	3,037,900	34%
16	Personal care services	621,600	819,100	32%
17	Facilities support services	132,700	173,600	31%
18	Other information services	133,600	174,700	31%
19	Offices of chiropractors	117,900	153,900	31%
20	Software publishers	263,700	342,800	30%
21	Support activities for road transportation	85,600	110,900	30%
22	Support activities for air transportation	167,200	216,600	30%
23	Plumbing, heating, and air-conditioning contractors	982,900	1,267,100	29%
24	Independent artists, writers, and performers	50,400	64,800	29%
25	Offices of dentists	818,800	1,052,200	29%
26	Research and development in the physical, engineering, and life sciences	558,000	709,000	27%

	Industry	Employment		Percent Change
		2008	2018	
27	Landscaping services	669,400	848,400	27%
28	Wholesale electronic markets and agents and brokers	850,100	1,075,900	27%
29	Fitness and recreational sports centers	510,300	642,200	26%
30	Forestry; all jobs	9,300	11,700	26%
31	Vocational rehabilitation services	402,800	504,000	25%
32	Jewelry and silverware manufacturing	36,000	44,900	25%
33	Nursing care facilities	1,613,700	2,007,200	24%
34	Security systems services	116,000	144,000	24%
35	Sporting goods stores	250,300	309,500	24%
36	Cable and other subscription programming	84,800	104,800	24%
37	Electrical contractors and other wiring installation contractors	909,800	1,122,700	23%
38	Museums, historical sites, and similar institutions	131,800	160,700	22%
39	Legal services	1,163,700	1,416,800	22%
40	Remediation and other waste management services	118,700	144,500	22%
41	Waste collection	140,600	171,100	22%
42	Other heavy and civil engineering construction	109,300	133,000	22%
43	Community food and housing, and emergency and other relief services	138,100	168,000	22%
44	Offices of optometrists	106,200	129,000	21%
45	Accounting, tax preparation, bookkeeping, and payroll services	950,100	1,149,200	21%
46	Pharmacies and drug stores	742,900	898,600	21%
47	Logging	57,000	68,900	21%
48	Beer, wine, and distilled alcoholic beverage merchant wholesalers	160,600	192,800	20%
49	Office administrative services	403,300	483,300	20%
50	Other specialty trade contractors	661,600	792,800	20%

If possible, research some of these industries using the CareerOneStop website: www.careeronestop.org. If you do not have access to the Internet, ask your mentor for help, or visit a library (either the local public library, your school library, or a college or university library if there is one nearby) to use any of the career resources you learned about in Unit 1, such as the Occupational Outlook Handbook (available online at the U.S. Department of Labor web site : www.bls.gov under *publications*). Now answer these questions:

1. What industry or industries from this list do you want to learn more about? You may want to look back at the results of the O*NET Interest Profiler that you did in Unit 1.

2. What source(s) of information did you use?

3. How is/are the occupation(s) described?

4. What is the wage or salary range?

5. What are the future job prospects?

6. What training or education is needed?

Change is inevitable

You can't avoid change. Many industries are growing, while other industries are shrinking. Read through the next list to learn about the 50 industries with declining employment. Does anything surprise you? *If you see an industry listed that you were interested in as a possible career for yourself, don't worry!* This does not mean that these industries are going to disappear completely. It simply means that there will be fewer jobs available, or that the industry is changing. You may have to do more research to see what career path to take in order to gain employment within that industry. You may have to be creative!

#	Industry	Employment		Percent Change
		2008	2018	
1	Cut and sew apparel manufacturing	155,200	66,700	-57%
2	Apparel knitting mills	26,200	12,500	-52%
3	Textile and fabric finishing and fabric coating mills	48,300	23,500	-51%
4	Fabric mills	65,400	35,000	-46%
5	Audio and video equipment manufacturing	27,000	14,600	-46%
6	Apparel accessories and other apparel manufacturing	17,000	9,200	-46%
7	Fiber, yarn, and thread mills	37,400	20,700	-45%
8	Textile furnishings mills	75,400	41,900	-44%
9	Railroad rolling stock manufacturing	28,400	17,500	-38%
10	Footwear manufacturing	15,800	10,000	-37%
11	Pulp, paper, and paperboard mills	126,100	81,900	-35%
12	Basic chemical manufacturing	152,100	99,900	-34%
13	Semiconductor and other electronic component manufacturing	432,400	286,800	-34%
14	Computer and peripheral equipment manufacturing	182,800	124,700	-32%
15	Other textile product mills	72,200	49,400	-32%

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#	Industry	Employment		Percent Change
		2008	2018	
16	Cutlery and handtool manufacturing	49,100	35,900	-27%
17	Sound recording industries	19,700	14,600	-26%
18	Manufacturing and reproducing magnetic and optical media	34,900	26,000	-26%
19	Newspaper publishers	325,900	245,10	-25%
20	Ventilation, heating, air-conditioning, and commercial refrigeration equipment manufacturing	149,500	112,800	-25%
21	Household appliance manufacturing	72,000	54,900	-24%
22	Tobacco manufacturing	22,000	16,800	-24%
23	Support activities for mining	327,700	251,700	-23%
24	Industrial machinery manufacturing	120,800	92,900	-23%
25	Petroleum and coal products manufacturing	117,100	90,800	-22%
26	Forging and stamping	107,900	84,900	-21%
27	Converted paper product manufacturing	319,700	255,600	-20%
28	Electric lighting equipment manufacturing	57,100	45,900	-20%
29	Iron and steel mills and ferroalloy manufacturing	98,900	79,900	-19%
30	Spring and wire product manufacturing	51,500	41,900	-19%
31	Motor vehicle parts manufacturing	544,400	443,300	-19%
32	Electrical equipment manufacturing	158,500	129,200	-18%
33	Hardware manufacturing	29,300	24,000	-18%
34	Sawmills and wood preservation	103,600	84,900	-18%
35	Direct selling establishments	139,600	114,800	-18%
36	Specialty food stores	223,000	184,700	-17%
37	Motor vehicle manufacturing	190,700	159,700	-16%
38	Oil and gas extraction	161,600	135,800	-16%
39	Printing and related support activities	594,100	499,300	-16%
40	Rubber product manufacturing	145,300	122,800	-15%
41	Petroleum and petroleum products merchant wholesalers	100,700	85,300	-15%
42	Electric power generation, transmission and distribution	404,700	345,700	-15%
43	Book, periodical, and music stores	174,800	149,800	-14%
44	Turned product and screw, nut, and bolt manufacturing	83,000	71,900	-13%
45	Glass and glass product manufacturing	96,500	83,800	-13%
46	Coating, engraving, heat treating, and allied activities	143,700	124,800	-13%
47	Postal service	747,500	650,000	-13%
48	Office supplies, stationery, and gift stores	351,800	309,500	-12%
49	Apparel, piece goods, and notions merchant wholesalers	149,000	131,900	-11%
50	Other fabricated metal product manufacturing	281,500	249,600	-11%

The Impact of Technology

As you just learned, the advancement of technology has deeply impacted careers in America and all over the world. It has caused some industries to grow, some to decline, and some to change significantly. Within the past few years almost every industry in America has become dependent on computers. How do people in education use computers? To email parents, to create students' schedules, and tack their grades. How does a clothing store use a computer? To track purchases, payments, inventory and orders.

The Internet is used quite a bit for promotional purposes. This means an organization will use the Internet for advertising and marketing the goods or services it produces. The Internet also allows people to work from their homes and still stay connected to the outside world. The Internet has also increased the globalization of the labor market. This means that it has increased communication between companies which changed the way the global economy works.

Because of the Internet, communication can be sent from one country to another in a matter of seconds! New technology also changes the way people work, and even creates new job opportunities. In the future, advanced technology will provide a competitive edge between organizations and even within the international economy.

So what? What does all of this talk of change mean to you? It means you need to be prepared to be successful in a job market that is constantly changing. How? It is very important for you to learn how to be flexible as you plan your career path. Being successful in the future will require you to be self-reliant, adept easily to change, transfer old skills to new jobs, and learn new skills. You will learn more about globalization and the global economy in Unit 3.

